

**IMPROVEMENT MANAGEMENT OF TEACHER RESOURCE AMONG
VOCATIONAL HIGH SCHOOL BASED ON INTERNATIONAL
STANDARD SCHOOL INVEST (INDONESIA VOCATIONAL
EDUCATION STRENGTHENING) IN YOGYAKARTA**

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ABSTRACT

This education research aimed to: (1) find an overview of resource about teacher's resource improvement management in vocational high school based on international INVEST in Yogyakarta, (2) find the effectiveness for the implementation of quality improvement resource teacher program at vocational high school based on international standard INVEST in Yogyakarta and (3) to know the constraints that experienced by vocational high school based on international standard INVEST in Yogyakarta in the implementation of improvement quality for teacher's resource program.

This education is an evaluation study (Evaluation Research), which was done through a case study on two vocational schools in Yogyakarta; they are SMKN 2 Yogyakarta and SMKN 2 Depok Sleman. Data collection methods were done by observation, questionnaires and unstructured interviews. Analysis techniques of data were used to adjust the data's type obtained, and quantitative data were analyzed by using the descriptive statistical techniques, while qualitative data were analyzed by qualitative descriptive analysis.

These results indicate that outlines an overview of resource's management to improve the teacher's quality at vocational high school based on international standard INVEST includes the several stages/processes such as: crawl (recruitment), filtering (selection), the placement/assignment, assessment/evaluation of teacher's performance, and teachers career's development. From the five stages of the process, there is one of the most dominant/prominent and effective enough to be implemented by the school teacher is a career development process. This process aims to improve the graduate teacher's quality in order to obtain the appropriate competence. Problems were encountered in the recruitment and selection process, among others, totally has done by the municipal government and district government, while the problems were encountered in the placement process, evaluation and career development is generally caused by lack of school's budget, also the technical and non technical constraints.

Keywords: Quality Management, Resource Teacher, Vocational High School Based On International Standard INVEST